

# OFFICIAL GAZETTE

## GOVERNMENT OF GOA

### EXTRAORDINARY

#### GOVERNMENT OF GOA

#### Department of Labour

#### Notification

25/2/96-Lab

The following draft Notification which is proposed to be issued under sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), (hereinafter called the 'said Act'), revising the minimum rates of wages payable to various categories of employees employed in various trades mentioned in the said draft in the Scheduled employment of "Employment in private hospitals, nursing homes, dispensaries, medical clinics, radiology, pathology laboratories, surgical clinics including such establishments where medical treatment is given to patients" is hereby pre-published as required by clause (b) of sub-section (1) of section 5 of the said Act, and notice is hereby given that the said draft will be taken into consideration by the Government after expiry of a period of two months from the date of publication of this Notification in the Official Gazette.

Persons likely to be affected thereby may forward their suggestions or objections, if any, to the Secretary, Labour, EDC House, Panaji-Goa, before the expiry of said period of two months so that such suggestions and objections could be taken into account at the time of finalisation of the draft.

#### DRAFT NOTIFICATION

In exercise of the powers conferred by clause (a) of sub-section (1) of section 3 read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Government of Goa, after complying with the requirements of pre-publication and after considering all representations received by it, hereby revised the minimum rates of wages payable to the categories of employees employed in "Employment in private hospitals, nursing homes, dispensaries, medical clinics, radiology, pathology laboratories, surgical clinics including such establishments where medical treatment is given to patients" as shown in the Schedule below:

#### SCHEDULE

Sr. No.	Details of categories	All inclusive minimum rates of wages
1	2.	3

#### Highly skilled

#### (I) (A)

(1) Manager	Rs. 98/- per day or
(2) Adm. Officer	Rs. 2548/- per month
(3) Secretary	
(4) Lab. Technician	
(5) X-Ray Technician	
(6) Sr. Physiotherapist	
(7) Sr. Occupational Therapist	
(8) Psychologist	
(9) Medical & Psychiatrist Social Worker	
(10) Microbiologist	
(11) Biochemist	
(12) Ayurvedic Physician	
(13) Dental Surgeon	
(14) Public Health Dentist	
(15) Homoeo Physician	

#### (B)

(1) Asst. Manager	Rs. 80/- per day or
(2) Head Clerk	Rs. 2080/- per month
(3) Supervisor	
(4) Accountant (Senior)	
(5) Steward	
(6) Head Cook	
(7) Slimming Coach	
(8) Jr. Physician	
(9) Ayurvedic Physician (Diploma)	
(10) Homoeo Physician (Diploma)	
(11) Office Superintendent	
(12) Auditor (Senior)	
(13) Malaria Inspector (Senior)	
(14) Sr. Surveillance Inspector	
(15) Treatment Organizer	
(16) B. C. G. Team Leader	

1	2	3	1	2	3
<i>Skilled</i>			<i>Semi-skilled</i>		
(A)			(1) Dresser		Rs. 59/- per day or
(1) Home Sister		Rs. 74/- per day or	(2) Lab. Attendant		Rs. 1534/- per month
(2) Theatre Sister		Rs. 1924/- per month	(3) C. S. S. D. Attendant		
(3) Nursing Sister			(4) Dark Room Attendant		
(4) Public Health Nurse			(5) Sr. Ward Orderlies		
(5) Ward Sister			(6) Animal Attendant		
(6) Theatre Master			(7) Auxillary Nurse/Midwife		
(7) Medico Social Worker			(8) Washerman (Dhobi)		
(8) Staff Nurse			(9) Barber (Hair Cutter)		
(9) Health Visitor			(10) Optician		
(10) Dietician			(11) Lift Operator		
(11) Sr. Technical Asst.			(12) Blacksmith		
(12) Sr. Technical Asst. (Resp.)					
(13) Sr. Technical Asstt. (Nuclear)			<i>Unskilled</i>		
(14) Sr. Scientific Asstt. (Endocrine)			(1) Sweeper		Rs. 56/- per day or
(15) Scientific Asstt. (Dial)			(2) Watchman		Rs. 1456/- per month
(16) Sr. Scientific Asstt. (Endlos)			(3) Ward Boy		
(17) Sr. Pharmacist			(4) Peon		
(18) Siomicroscopic			(5) Ray Boy		
(19) Tutor Radiology			(6) Laboratory Boy		
(20) Theatre Supervisor			(7) Dental Boy		
(21) Tech. Supervisor (Lab.)			(8) Ayas		
(22) Sr. Photographer			(9) Mali		
(23) Physiotherapist			(10) Helper		
(24) Occupation Therapist			(11) Laundry Boy		
(25) Chief Hospital Pharmacist			(12) Cook Mate		
(26) Selection Grade Pharmacist			(13) Kitchen Mate		
(27) Sanitary Inspector			(14) Kitchen Servant		
(28) Audio Usual Technician			(15) Barber		
(29) Telephone Operator			(16) Attendant		
(30) Field Assistant			(17) Table Majd/Ward Supplier		
(31) Blacksmith (Class I)			(18) Scavenger		
(32) Malaria Inspector			(19) Gate Keeper		
(33) Surveillance Inspector			(20) Cleaner		
(B)			(21) Woman Labourer		
(1) Asstt. Home Sister		Rs. 65/- per day or	(22) Record Lifter		
(2) Asstt. Theatre Sister		Rs. 1690/- per month	(23) Library Attendant		
(3) Asstt. Public Health Nurse			(24) Office Attendant		
(4) Asstt. Nursing Sister			(25) Dark Room Attendant		
(5) Asstt. Medico Social Worker			(26) Van Cleaner		
(6) Asstt. Chief Hospital Pharmacist			(27) Sampling Helper		
(7) Technical Asstt. Radiologist			(28) Night Watchman		
(8) Technical Asstt. (CSSD)			(29) Helper (In Physiotherapy Section)		
(9) Technical (Bio-Chemistry)			(30) Stretcher Bearer		
(10) Technical (Dialysis)			(31) Female Attendant		
(11) Technical (Contechtlence)			(32) Utensil Worker		
(12) Technical (B. Bank)			(33) Dish-in-action Attendant		
(13) Technical (Anaesthesia)			(34) Mess Servant		
(14) Technical (Allergy-Clinic)			(35) Carctaker		
(15) Technical (Life Saving)			(36) Rice Cleaner (Woman)		
(16) Statistical Asstt.					
(17) Asst. Dietician			<i>Clerical</i>		
(18) Electrician			(1) Clerk/Office Attendant		Rs. 70/- per day or
(19) Workshop Supervisor			(2) Telephone Attendant		Rs. 1820/- per month
(20) Radiographer Senior			(3) Typist		
(21) Theatre Technician			(4) Cashier		
(22) E. C. G. Technician			(5) Steno Typist		
(23) Technician			(6) Receptionist		
(24) Pharmacist					
(25) Lab. Technician					
(26) Dental Hygienist					
(27) Dental Mechanic					
(28) C. C. U. Asstt.					
(29) Urban Leprosy Asstt.					
(30) Telephone Monitor					
(31) Artist					
(32) Cook					
(33) Tailor					
(34) Compounder					

*Explanation for the purposes of this Notification:*

(1) Where in any area establishment Scheduled employment, wages fixed under this Notification are lower than the wages fixed by the Central Wage Board in the Scheduled employment, namely "Employment in private hospitals, nursing homes, dispensaries, medical clinics, radiology, pathology laboratories,

surgical clinics including such establishments where medical treatment is given to patients" or by agreement/settlement or contract or contractors, regulations attached to the conditions of contract, than the higher rate would be payable as minimum wages under this Notification.

(2) (a) Unskilled work is one which involves simple operations requiring little or no skill or experience on the job.

(b) Semi-skilled work is one which involves skill or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of skilled employees and includes unskilled supervisory work.

(c) Skilled work is one which involves skill or competence acquired through training as an apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgement.

(3) The minimum wages are applicable to employees engaged by the Principal employer or contractors or sub-contractor, etc.

(4) The minimum rates of wages fixed is an all inclusive rate including the wages for the weekly day of rest but does not include daily batta/food allowance.

(5) Both men and women have to be paid the same rates of wages fixed for the same category and for equal work.

(6) In case of employee employed on piece-rate basis, the minimum rates payable to him shall be at a rate not less than the minimum rates of wages fixed for the class/category to which he belongs under this Notification.

By order and in the name of the Governor of Goa.

J. M. de Almeida, Jt. Secretary (Labour).

Panaji, 20th February, 1996.

#### Notification

25/3/96-Lab

The following draft Notification which is proposed to be issued under sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), fixing minimum rates of wages payable to various categories of employees employed in various trades mentioned in the said draft in the Scheduled employment, namely "Employment in watch and ward and security services", is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act.

Notice is hereby given that the said draft will be taken into consideration by the Government after the expiry of a period of two months from the date of publication of this Notification in Official Gazette. Persons likely to be affected by the said draft may forward their suggestions and objections, if any, to the Secretary, Labour, EDC House, Panaji-Goa, before the expiry of said period of two months so that such suggestions and objections could be taken into account at the time of finalisation of the draft.

#### DRAFT NOTIFICATION

In exercise of the powers conferred by clause (a) of sub-section (1) of section 3 read with clause (iii) of sub-section (1) of section

4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Government of Goa, after considering all representations received in the matter, hereby fixes the minimum rates of wages payable to the categories of employees employed in "Employment in watch and ward and security services" in the State of Goa as specified in the Schedule below:

#### SCHEDULE

Sr. No.	Details of categories	All inclusive minimum rates of wages
1	2	3

#### (I) Unskilled

Chowkidar Rs. 50/- per day or  
Watchman Rs. 1500/- per month

Any other designation which falls within the ambit of the foregoing entries and which when compared to their skill, are not considered as semi-skilled workers.

#### (II) Semi-skilled

Security Guards (without arms) Rs. 60/- per day or  
Rs. 1800/- per month

Any other designation which falls within the ambit of the foregoing entries and shall include such designated employees who in their skill are considered below a skilled person.

#### (III) Skilled

Security guards (with arms) Rs. 70/- per day or  
Rs. 2100/- per month.

Any other category by whatever name called which are of skilled nature.

#### Explanation :

(1) Where in any area, scheduled employment wages fixed and/or revised under this Notification are lower than the wages already prevailing or the employees are actually in receipt of higher wages than those specified above, they shall continue to get the benefit of such higher wages.

(2) The minimum rates of wages are applicable to employees engaged by the principal employer, contractor or sub-contractors.

(3) In the case of employees employed on part time basis the minimum rates of wages payable shall be at a rate not less than the minimum rates fixed under this Notification.

(4) Minimum rates of wages fixed are all inclusive, including the weekly day of rest.

By order and in the name of the Governor of Goa.

J. M. de Almeida, Jt. Secretary (Labour).

Panaji, 12th March, 1996.

## Notification

25/4/89-Lab

The following draft Notification which is proposed to be issued under sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter referred to as the 'said Act'), revising minimum rates of wages payable to various categories of employees employed in various trades mentioned in the said draft in the Scheduled employment, namely "Employment in Readymade Garment Manufactory", is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act and notice is hereby given that the said draft will be taken into consideration by the Government after the expiry of a period of two months from the date of publication of this Notification in the Official Gazette.

Persons likely to be affected thereby may forward their suggestions or objections, if any, to the Secretary, Labour, EDC, Panaji-Goa, before the expiry of said period of two months so that such suggestions and objections could be taken into account at the time of finalisation of the draft.

## DRAFT NOTIFICATION

In exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Government of Goa, after complying with the requirements of pre-publication and after considering the representations received on the matter, hereby revises the minimum rates of wages payable to the categories of employees employed in "Employment in Readymade Garment Manufactory" in the State of Goa as specified in the Schedule below:

## SCHEDULE

Sr. No.	Details of categories	All inclusive minimum rates of wages
1	2	3

## (I) Unskilled

- |                   |                  |
|-------------------|------------------|
| (1) Helper        | Rs. 41/- per day |
| (2) Thread Cutter |                  |
| (3) Sweeper       |                  |
| (4) Peon          |                  |
| (5) Labourer      |                  |

Any other designation which falls within the ambit of the foregoing entries and which when compared to their skills, are not considered as semi-skilled workers.

## (II) Semi-skilled

- |                     |                  |
|---------------------|------------------|
| (1) Button Stitcher | Rs. 45/- per day |
| (2) Button Holders  |                  |
| (3) Pattern Tracers |                  |
| (4) Kaj Operators   |                  |
| (5) Ironing         |                  |
| (6) Asst. Tailor    |                  |
| (7) Asst. Stitcher  |                  |

Any other designation falling within the ambit of the foregoing entries and shall include such designated em-

ployees who in their skill are considered below as skilled person and include those designated as Assistants or Juniors.

OR

By way of a mention as category (II) or Grade B e.g. Assistant Stitcher, Assistant Tailor or Assistant Operators; and the like.

## (III) Skilled

- |                      |                  |
|----------------------|------------------|
| (1) Master Tailor    | Rs. 52/- per day |
| (2) Cutter           |                  |
| (3) Designer         |                  |
| (4) Checkers         |                  |
| (5) Driver           |                  |
| (6) Machine Operator |                  |
| (7) Stitcher         |                  |

Any other designation falling within the ambit of foregoing category and shall include those directly connected with the manufacturing of readyment garments and employed for jobs connected with final finished products.

## (IV) Clerical

- |                        |                  |
|------------------------|------------------|
| (1) Typist             | Rs. 55/- per day |
| (2) Telephone Operator |                  |
| (3) Receptionist       |                  |
| (4) Accounts Clerk     |                  |
| (5) Store Keeper       |                  |

Any other designation falling within the ambit of foregoing category.

## Explanation :

(1) Where, in any area, scheduled employment wages fixed, and/or revised under this Notification are lower than the wages already prevailing or the employees are actually in receipt of higher wages than those specified above, they shall continue to get the benefit of such higher wages.

(2) The minimum rates of wages are applicable to employees engaged by the principal employer, contractors or sub-contractors.

(3) Both male and female workers have to be paid the same rates of wages fixed for the category and for equal work.

(4) In the case of employees employed on piece-rate basis, the minimum rates of wages payable shall be at a rate not less than the minimum rates fixed under this Notification.

By order and in the name of the Governor of Goa.

J. M. de Almeida, Jt. Secretary (Labour).

Panaji, 19th February, 1996.